

8 fc [Y b g i W X Y ' U a ' G h Y b X U ` Y f ' 6 U \ b \ c Z .
: ` i W X h ` Y b X Y h ` a] h : Y g h b U \ a Y °

5 a ` < U i d h V U \ b \ c Z ` G h Y b X U ` Z Ø W h Y h Y ` Y] b ` & ' ! Å \ f] [Y f ` j c f ` X Y f
D c `] n Y] i b X ` \ U h Y ` Y h k U " \$ \$ [' 8 f c [Y b `] a ` F i W _ g U W _ "
G h f U Z U b n Y] [Y ` Y f Z c ` [h Y "



< U i d h V U \ b \ c Z ` G h Y b X U ` ž ` G h Y b X U ` ž ` 8 Y i h g W X ` U b X ` ! ` 5 a ` 5 V Y b X
X Y g % (" ' † '] & \$ &) ž [Y [Y b ` & \$. \$ & ' I \ f ž \ U h ` g] W X ` U a ` < U i d h V U \ b \ c Z
G h Y b X U ` Y] b ` J c f Z U ` ` Y f Y] [b Y h ž ` X Y f ` Y] b a U ` a Y \ f ` X] Y ` D f c V ` Y a U h] _
X Y f ` 8 f c [Y b _ f] a] b U `] h Å h `] b ` 8 Y i h g W X ` U b X ` j Y f X Y i h `] W X h ` ` 9] b
& ' ! Å \ f] [Y f ` A U b b ž ` X Y f ` j c b ` Y] b Y f ` G h f Y] Z Y ` X Y f ` 6 i b X Y g d c `] n Y]
U b [Y g d f c W X Y b ` k i f X Y ž ` b U \ a ` X] Y ` 6 Y] b Y `] b ` X] Y ` < U b X ` i b X `] [b c f] Y f h Y
X] Y ` 5 i Z c f X Y f i b [` X Y f ` 6 Y U a h Y b ž ` k c f U i Z] b ` Y f `] b ` F] W X h i b [`
G h U X h [Y V] Y h ` Z Ø W h Y h Y " K] Y ` 6] ` X ` V Y f] W X h Y h ž ` Ø V Y f e i Y f h Y ` Y f ` U i Z
g Y] b Y f ` : ` i W X h ` a Y \ f Y f Y ` G h f U » Y b ž ` k U g ` b] W X h ` b i f ` g Y] b ` @ Y V Y b ž
g c b X Y f b ` U i W X ` X U g ` U b X Y f Y f ` J Y f _ Y \ f g h Y] ` b Y \ a Y f ` [Y Z Å \ f X Y h Y "

8] Y ` D c `] n] g h Y b ` `] Y » Y b ` g] W X ` b] W X h ` U V \ U ` h Y b ` i b X ` b U \ a Y b ` X] Y
J Y f Z c ` [i b [` U i Z ` Ni a ` ; ` Ø W _ ` V c h ` Y] b ` V Y \ Y f n h Y f ` 5 i h c Z U \ f Y f ` g Y] b Y

<]ZY`Ub`i bX`bU\`a`Y]bYb`Dc`n]ghYb`a`]hzi`a`XYa` :`ØW`hYbXYb`ni
Zc`[Yb`";`Y]W`nY]h][`j`YfghYW`hY`XYf`A`Ubb`gY]bYb`Fi`W_gUW`_\`]bhYf
Y]bYa`Ghfca`_UghYbž`XcW`X]Y`6YUa`hYb`V`]YVYb`\`Ufhb`ÅW`][`i`bX
_cbbhYb`]\`b`gW`Y]»`]W`YfZc`[fY]W`ghY`Yb`"9f`k`i`fXY`ni`6cXYb
[YVfUW`hi`bX`[YZYggY`h"

8fc[YbZi bX`k`Å`fYbX`XYf`J`Yf`UZh`i`b[

8Yf`Fi`W_gUW`ž`XYb`XYf` :`ØW`hYbXYb`_\`]bhYf`XYa`Ghfca`_UghYb
j`YfghYW`h`\`UhhYž`k`i`fXY`XUfUi`Z`]b`j`cb`XYb`Dc`n]ghYb`i`bhYf`gi`W`h"
8Uf]b`ZUbXYb`g]Y`Y]bY`D`Ugh]_hØh`a`]h`Yhk`U`"\$`\$";`fUa`a`Y]bYf
Gi`VghUbnž`X]Y`j`Yfa`i`h]W`7UbbUV]gV`ØhYb`Yb`h`Å`h`8]Yg
VYf]W`hYh`Ui`W`**DfYggYdcfhU`"**5i`Z[`fi`bX`X]YgYg`8fc[YbZi`bXYg
\`Uh`X]Y`ni`gh`Å`bX][`Y`@UbXYgcd`nY]`XYb` :`U`ØVYfbca`a`Yb`i`bX
[Y[Yb`XYb`[Ua`V]gW`Yb`GhUUhgUb[Y\`Øf][Yb`Y]bY`GhfUZUbny][`Y
k`Y[Yb`J`Yfghc`»`Yg`[Y[Yb`XUg`?`cbgi`a`W`UbbUV]g[YgYhn`Y]b[Y`Y]hY`h"

8]Y`8fc[Yb_f]a`]bU`]h`h`h`\`Uh]b`8Yi`hgW`UbXž`i`bX`gdYn]Y`VY]
7UbbUV]gž`Y]bY`Ub[Y` ;`YgW`]W`hY`"i`a`i`š\`f`&\$&'`k`i`fXYb`Ui`h`
GhUh]ghU`fi`bX`i`(+`"\$\$\$` :`Å`Y`j`cb`8fc[Yb_f]a`]bU`]h`h`d`c`nY]`]W`
YfZUggž`a`]h`7UbbUV]g`U`g`XYf`Ua`i`Å`i`Z][`ghYb`_cbgi`a`]YfhYb
Gi`VghUbn`",`VYffUgW`YbX`]ghž`XUgg`hfch`n`Y]bYf`hY]k`Y]gYb
@Y[U`g]Yfi`b[Ua`i`%"`5df]`&\$&(`X]Y`NU\`XYf`7UbbUV]gZ`Å`Y
k`Y]hYf\]b`\`cW`V`Y]Vh`i`bX`-`\$`Dfc`nYb`h`XYf`8fc[YbZ`Å`Y
Ui`ga`UW`Yb"

9]bV`]W`_]b`X]Y`NU\`Yb`XYf`8fc[YbXY`]_hY

⊖`8Yi`hgW`UbX`k`YfXYb`]Y[U`Y`6Yh`Ai`Vi`b[ga`]hY`c`Zi]bg`@UbX
[YgW`a`i`[[Y`h`i`bX`XYf`Nc`ZØ\`fh`fY[Y`a`Å`][`h`c`b`b`Y`b`k`Y]gY
G]W`YfghY`i`b[Yb`Xi`fW`"5i`W`k`Yb`b`7UbbUV]g`Å`b[gh`b]W`h`i`a`Y`f
U`g`X]Y`Y]bn][`Y`8fc[Y`]a`i`c`_i`g`ghY`\`hž`V`Y]Vh`Yg`XYf`<`Ui`dhU`_hY`i`f
]b`XYf`8fc[Yb_f]a`]bU`]h`h`"i`a`i`š\`f`&\$&'`k`i`fXYb`Yhk`U`)`)"`\$\$
8fc[Yb\`UbXY`gXY`]_hY`j`YfnY]W`bYhž`k`c`VY]7UbbUV]g`b]W`h`i`b`i`f`X]Y
<`Ui`dhgUW`Yž`g`c`b`XYfb`Ui`W`Y]b`[fc`»`Yg`[YgY`g`W`UZh]W`Yg`Dfc`V`Ya
XUfghY`h`8]Y`NU\`XYf`8fc[Yb`h`c`h`Yb`\`Uh]b`XYb`Y`h`h`Yb`i`š\`f`Yb
ni`[Yb`c`a`a`Yb`i`bX`nY][`hY`&\$&'`ž`XUgg`Yg]a`a`Yf`bc`W`\`c`\Y
F]g]_Yb`Xi`fW`ØVYfa`Å`»][`Yb`8fc[Yb`_cbgi`a`i`[]Vh"

8]Y'9fY][b]ggY'Ua 'GhYbXU`Yf'<Ui dhVU\b\cZ'g]bX`Y]b`k Y]hYfYg
 6Y]gd]Y`XUZØfž`k]Y`gWbY`Yg`ni` [YZÅ\`f`]WbYb`G]hi`Uh]cbYb
 _ca`a`Yb`_Ubbž`k`Ybb`8fc[Yb`i`bX`i`i`W`h`i`a`Gd]Y`g]bX`8]Y
 6i`bXYgdc`nY]`Uhi`b`X]YgYa`i`U`gWbY`fYU[]Yfhi`bX`XUZØf
 [Ygcf[hž`XUgg`XYf`i`ØW`hYbXY`[YZUggh`k`i`fXYž`VY]`cf`GW`a`a`YfYg
 dUgg]YfYb`_cbbhY"

8YhU]`g	
Cfh	<Ui dhVU\b\cZ'GhYbXU`ž`GhYbXU`ž 8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "V]`X"XY • k k k "dfYggYdcfhU`"XY • XY"ghUh]ghU"Wča

6Ygi WbYb`G]Y`i`bg`Ui`Z.`b!U["bYh